

WDRB-TV
LOUISVILLE, KENTUCKY
INDEPENDENCE TELEVISION COMPANY

EEO REPORT FOR PERIOD ENDING MARCH 31, 2017

WDRB-TV/WMYO-TV

ANNUAL EEO PUBLIC FILE REPORT

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@wdrb.com.

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

WDRB-TV/WMYO-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2016 TO MARCH 31, 2017

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section I: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
--	----------------	--	--

1. Graphic Designer/Writer Producer 12/23/2015	1-26, 29	Employee/client referral 05/12/2016	9
2. Administrative Assistant 02/08/2016	1-26, 29	Employee/client referral 04/26/2016	1
3. Reporter #1, #2, #3 02/19/2016	1-26, 28	TVJobs.com, TVJobs.com, wdrb.com 04/18/2016, 05/02/2016, 05/02/2016 TVJobs.com, wdrb.com	5
4. Morning News Producer #1, #2 03/08/2016	1-26, 28	05/09/2016, 06/06/2016	4
5. Account Manager #1, #2, #3 03/09/2016	1-26, 29	wdrb.com, Employee/client referral, Employee/client referral 05/09/2016, 08/29/2016, 01/03/2017	13
6. Weekend Assignment Editor 03/10/2016	1-26	wdrb.com 04/10/2016	4
7. Master Control Operator 03/23/2016	1-26	wdrb.com 04/27/2016	4
8. Reporter #4 03/24/2016	1-28	Employee/client referral 08/22/2016	3
9. Account Executive #1 03/30/2016	1-27	Employee/client referral 06/27/2016	1
10. Digital Designer & Brand Keeper 04/11/2016	1-27, 29, 31	Linked-In 05/31/2016	4

11. Digital Campaign Specialist 05/04/2016	1-27, 29, 31	Employee/client referral 08/15/2016	4
12. Photographer #1 05/25/2016	1-27	Employee/client referral 07/07/2016	1
13. Business Reporter 05/31/2016	1-28	Employee/client referral 07/26/2016	3
14. Traffic Log Coordinator 06/01/2016	1-27, 29	wdrb.com 07/28/2016	9
15. Creative Services Director 06/28/2016	1-30, 35, 36	Spots n Dots 09/14/2016	6
16. Digital Campaign Administrator 08/09/2016	1-27, 29, 31	Linked-In 09/14/2016	3
17. WBKI Account Manager #1 08/24/2016	1-27	wdrb.com 01/03/2017	9
18. Photographer #2 09/13/2016	1-28	TVJobs.com 10/03/2016	2
19. Anchor/Reporter 10/05/2016	1-28	TVJobs.com 11/28/2016	3
20. Reporter #5, #6 10/19/2016	1-28	Employee/client referral, wdrb.com 12/05/2016, 01/09/2017	4
21. Photographer #3 11/14/2016	1-28	TVJobs.com 01/09/2017	2
22. News Producer #1 11/2/2016	1-28	Employee referral 3/8/2017	2
23. Photojournalist #1 1/20/2017	1-28, 37	wdrb.com 3/13/2017	2
24. Photojournalist #2 1/20/2017	1-28, 37	Indeed.com 3/13/2017	2

Total Number of Persons Interviewed During Applicable Period: 100

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2016-MARCH 31, 2017</u>
	* Entitled to receive notification of job openings	
1	* Nikki Shedletsky and Michelle Reiss Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911	
2	Kate Dunn Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
3	* KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
4	* I.D.E.T.S. Indiana State Employment Services 2125 State St. Suite 16 New Albany, IN 47151-1287 (812)948-6102	
5	Workforce Development Specialist Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
6	University of Louisville Cards Career Link Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	1
7	* Center for Accessible Living Keith Hosey and A. Jones 305 W. Broadway, Suite 200 Louisville, KY 40202 (502)589-6620	
8	* Franeisha Jones Bellarmine University	1

2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000

- 9 Gina Stephen
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195

- 10 Jo Frye and/or Sherry Klein
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507 or (502) 456-6504

- 11 Debra Eberle or Lynn Prinz
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265

- 12 Michelle Pruitt
Center for Women & Families
P.O. Box 2048
226 West Breckinridge Street
Louisville, KY 40201
(502)753-3204

- 13 Jennifer Harris
Lincoln Foundation
233 West Broadway, Suite 400
Louisville, KY 40202
(502)585-4733

- 14 WDRB.com
624 W. Muhammad Ali Blvd.
Louisville, KY 40203
(502)584-6441

28

- 15 Harbor House-Kay Dalton
2231 Lower Hunters Trace
Louisville, KY 40216
(502)719-0072

- 16 * American National University (formerly National College)
Tammy Southerling
4205 Dixie Highway
Louisville, KY 40216
(502)447-7634

- 17 Southwest Center
Attn: Brenda Tierney
8009 Terry Road
Louisville, KY 40258
(502) 935-1848
- 18 Collective Talent
1721 Richardson Place
Tampa, FL 33606
(813)254-9695
- 19 WDRB-TV In-house Employees 7
- 20 WDRB-TV Employee/Client Referrals/
Walk-Ins 27
- 21 Daymar College
4112 Fern Valley Road
Louisville, KY 40219
(502)495-1040
- 22 Brown Mackie College
Chastity Trzop
3605 Fern Valley Road
Louisville, KY 40219
(502)810-6113
- 23 Goodwill Industries of KY
Elvin Stampely and Sonya Ragland
332 W. Broadway, Suite 1000
Louisville, KY 40202
(502)574-4069
- 24 * St. Stephen Church
Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210
- 25 * Campbellsville University
Teresa Elmore, Director of Career Services
1 University Drive UPO 917
Campbellsville, KY 42718
(270)789-5192
temmore@campbellsville.edu
- 26 crew.cc
Jefferson Community & Technical College
- 27 Kentucky Broadcasters Association
101 Enterprise Drive
Frankfort, KY 40601
Laura@kba.org

28	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	16
29	Louisvilleadfed.org Robin Miller 200 Distillery Commons, Suite 100 Louisville, KY 40203 (502)_582-2444	3
30	Spots n Dots Ads Emily McKay ads@spotsndots.com (888) 884-2630	6
31	Linked In 2029 Stierlin Court Mountain View, CA 94043	9
32	WBKI.TV 624 W. Muhammad Ali Blvd. Louisville, KY 40203 (502) 584-6441	
33	Media Bistro 770 Broadway, 15th Floor New York, NY 10003 job.info@mediabistro.com	
34	Career Builder 13047 Collection Center Drive Chicago, IL 60693-0130 (800) 891-8880	
35	602 Communications Sandy Lizik (602) 954-8373 slizik@602communications.com	
36	Broadcasting & Cable 28 East 28th Street, 12th Floor New York, NY 10016 (212) 378-0400, ext. 517	
37	Indeed.com (800)475-4361	2
Total Interviewees Over Reporting Period		100

WDRB-TV/WMYO-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM **COVERING THE PERIOD FROM APRIL 1, 2016 TO MARCH 31, 2017**

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
4/1/16 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Production, or Human Resources receive credit hours for training. During this reporting period, we have had four interns. Three in our News Department who attended Mississippi State University and Western Kentucky University (2), and one in our Sports Department also from Western Kentucky University.
4/1/16 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting or marketing career they are interested in. During this reporting period we had job shadows from Jefferson Community and Technical College, Trinity High School, St. Xavier High School, North Harrison High School, and North Oldham High School.
4/1/16 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
4/7/16, 4/19/16	Indiana University Southeast Job Fair and Work One Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/16 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/16 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.
4/1/16 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area. Students also visit our weather lab in the station.
4/1/16 Ongoing	Station talent are emcees, guest speakers and readers at various schools and public events.